Generational Considerations in the Workplace

Some interesting factors to consider when working with an age-diverse workforce may come to influence how you decide to meet with others. Listed below are the commonly identified generations and their preferences. Of course, these are all generalities and ideally knowing your team and their specific meeting needs will be the most valuable tool to ensuring effective meetings.

1 **Traditionalists (Born before 1945)**

> Traditionalists prefer structure, stability, and face-to-face verbal communication in their work environment.

2 **Baby Boomers (Born between 1946 and 1964)**

> Baby boomers often value working with others in person but prefer to use email for routine communication.

3 **Generation X (Born between 1965 and 1976)**

> Generation X values the opportunity to work more independently and is willing to embrace new technology to boost productivity and enable communication.

4 **Millennials (Born between 1977 and 1995)**

> Millennials often want to collaborate more regularly with their colleagues and engage with ideas through interaction and feedback. They generally prefer digital communication such as texting and instant messaging over other communication methods.

5 **Generation Z (Born after 1996)**

> Generation Z prefers communication methods that are more personal and seek work environments that offer stability and flexibility in approach.

While generalizations can be made about each generation and their approach to work, it's important to remember that these are actually stereotypes. Any given individual is unlikely to conform to all or even many of the characteristics attributed to their age.

Most of the evidence for generational preferences suggests that differences between these groups are quite small. In fact, there are significant variations of preferences and values *within* any of these groups. Studies found that although individual people may experience changes in their needs, interests, preferences, and strengths over the course of their careers, sweeping group differences depending on age or generation alone, don't seem to be supported.

So what might really matter at work are not actual differences between generations but people's *beliefs* that these differences exist. These beliefs can get in the way of how people collaborate with their colleagues, and they have troubling implications for how people are managed and trained.

(ref - https://fellow.app/blog/meetings/how-to-successfully-conduct-meetings-in-a-multigenerational-workplace/ 2/24/22. Just How Different Are Millennials, Gen Xers, and Baby Boomers at Work? 8/1/19)